

Making waves on Olympic course



MidKent College sport students took the plunge on a white water rafting course used for last summer's Olympics.

The were on board to tackle the rapids at the Lee Valley White Water Centre, in Hertfordshire, where canoe slalom and kayaking events took place during the Olympic Games.

Sport lecturer Neil Hemstead said: "As a team building activity, the experience was second-to-none and pushed all of us way out of our comfort zone."

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**Drama head
rant leads to
principal's
'leave'** See page 3

College boards 'dominated' by white men

Paul Offord

@PaulOfford

FE Week exclusive

A survey is set to reveal the extent of "under-representation" of black and ethnic minority groups on college governing boards, *FE Week* can reveal.

The Association of Colleges (AoC) is due to publish its survey on the make-up of English college boards next Spring — but *FE Week* has seen the results.

And they depict a world dominated white, middle-aged men.

They show at least 81 per cent of governors were white British, 60 per cent were aged between 45 and 64, and 62 per cent were men.

The results of the AoC survey showed that just 7 per cent of governors were Indian, Pakistani,

British Asian, black African or black Caribbean, while some respondents did not give details.

The 2011 Census of England and Wales showed 25.4 per cent of the population was from the 45 to 64 age group.

It also showed that 80 per cent were white British. Locally, figures for the white population range from 95.4 per cent in the South West to 59.8 per cent in London.

Mei Hui, spokesperson for racial equality group Olmec, said: "It is disappointing there is a low representation [on college boards] from ethnic communities."

She called for a review into where colleges were advertising governor vacancies, adding: "The question is whether FE institutions are making good use of their ethnic minority networks in the

local area."

Rajinder Mann, chief executive of the Network for Black and Asian Professionals (NBAP), is set to lead an AoC Governors' Council working group to recommend improvements.

She said: "The NBAP is not in favour of quotas, but we do support positive action to address under-representation as there is clear anecdotal evidence indicating that there is a paucity of BME [black and minority ethnic] governors.

"We want governing bodies to be representative of BME communities locally and nationally. There is a need for targeted intervention to attract, recruit, train and retain ABME [Asian, black, minority and ethnic] governors.

"In order to do this we need to

have clear and transparent baseline data."

It is further understood that just 17 per cent of college boards are chaired by women.

Charlie Woodworth, from gender equality group the Fawcett Society, said: "News that the majority of governors are men sadly comes as no surprise.

"Enabling women to play a full role in public life — be it in the education sphere, politics or elsewhere — would be good for us all."

The survey was requested by the AoC Governors' Council and based on responses from 188 of 339 colleges across England.

Dr Sue Pember led a recent AoC review, called Creating Excellence in College Governance, into the role of college governors.

It highlighted the need for

"baseline" figures to illustrate the diversity of college boards, but she rejected the re-introduction of representation quotas for ethnicity or gender, which were last used in the 1990s.

Her report instead called on colleges to actively "refresh" their boards.

Speaking about the newest figures on behalf of the AoC, she said: "The ethnic make-up of governors is an area we all have to work on.

"I actually thought the figures for the number of women were better than expected. Now that we have a baseline, the next thing we want to look at is increasing the number of women chairs."

She added: "It's for the individual colleges to determine the right mix of governors for the communities they serve."



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Careers advice is heading towards cliff-edge, CBI warns

Rebecca Cooney
@RebeccaKCooney

The Confederation of British Industry (CBI) has warned that careers guidance is "heading towards a cliff edge", joining sector-wide calls to ensure young people are aware of all their options.

The comments, from CBI director for employment and skills policy Neil Carberry, come after a survey of 2000 14 to 25-year-olds showed that only 26 per cent of them were given information on apprenticeships and only 17 per cent were advised on vocational qualifications.

Mr Carberry said: "Careers guidance in England's schools is heading towards a cliff-edge."

"Advice is scarce for young people not interested in being funnelled towards A-levels and university and exciting, potential life-changing career alternatives are being lost."

He added: "There is a worrying shortage of skills in some of our key industries and if we don't give young people the information they need to find apprenticeships or sign up to high-quality vocational training, this will only get worse."

The warning coincided with a report published by the Skills Commission — a body administered by cross-party think-tank Policy Connect — calling for action on a career advice "crisis".

The report, One System, Many Pathways, is the result of a cross-party inquiry chaired

by Sir Mike Tomlinson (pictured), former chief inspector of schools, and Ian Ferguson, chairman of trustees at Metaswitch.

It said: "The Department for Education [DfE] must immediately acknowledge the crisis in information, advice, and guidance, and undertake a full review of provision."

It added: "Teachers are not trained to offer employment advice, and cannot be expected to understand what all careers entail, or even recognise how a particular aptitude might translate into a perfect career option."

Since April 2012, schools, rather than local authorities have been responsible for providing information, advice, and guidance on future careers.

But, the report said: "As the recent Ofsted report made clear, this is not yet working, and government must intervene before more learners leave this transition phase with scant clear knowledge from their educational provider about how their skills might translate into worthwhile employment."

Meanwhile, the Association of Colleges has its own Careers Advice: Guaranteed campaign calling for increased access to advice through Jobcentre Plus and local authorities, accountability through Ofsted and investment from the DfE.

At the association's annual conference last month, association president Michele Sutton said: "Wherever I go, whoever I speak to, principals across the country all agree that the quality of impartial advice and guidance is nothing less than appalling."



Journalists from FE Week shortlisted for awards



Three FE Week journalists have been shortlisted in the Chartered Institute of Public Relations' 2013 Education Awards.

Reporter Rebecca Cooney, deputy editor Chris Henwood and contributor Janet Murray (inset) will be among those battling it out at a House of Commons ceremony.

Rebecca and Chris are both up for awards for outstanding journalism on FE and also outstanding journalism on apprenticeship and skills. Janet (whose profile of Kensington and Chelsea College principal Mark Brickley is on page 5) is in the running for the outstanding national education journalism honour.

Nick Linford, FE Week editor, said: "It's such an honour to see FE Week journalists recognised in this way. For them to have just been shortlisted is amazing."

"I'm very proud of my entire team and what we've achieved since we started less than three years ago, so for any of them to be up for an award like this is incredible — their recognition is thoroughly deserved."

The awards, relating to the last academic year, take place on Thursday, December 12.

Number of traineeship starts 'disappointing'

Rebecca Cooney
@RebeccaKCooney

Uptake on the government's flagship traineeship scheme is failing to reach expectations, according to senior FE figures.

Skills Funding Agency boss Keith Smith (pictured) said colleges would deliver 57 per cent of projected 19 to 23 traineeships, while Ofsted FE and skills director Matthew Coffey (pictured right) described recruitment to the scheme as "disappointing".

The pair's comments about traineeships came during the Association of Colleges annual conference.

Mr Smith, the agency's executive director for funding and programmes, told delegates that "colleges have indicated they will deliver around 57 per cent of projected 19 to 23 traineeship starts for 2013/14".

However, the agency said Mr Smith had given out a figure that was "not official" and could not supply the numbers behind his claim.

An agency spokesperson said: "This indicative figure is based on discussions we have had with providers on what they intend to deliver."

"The first official data on traineeships is

expected to be available in the Statistical First Release in January 2014."

But Mr Coffey challenged colleges to increase the number of traineeships on offer.

However, Ofsted too was unable to back his claim with figures.

He said: "The initial recruitment to traineeships is disappointing. In making the impact of vocational training a priority for us, we will work to increase the quality of provision — but we expect providers to engage with employers to increase the number of places available."

An Ofsted spokesperson said: "It is too soon for Ofsted to report on the quality of traineeships in any detail as, so far, we have not come across as many as expected during our inspections of FE and skills providers."

Traineeships, programmes including high quality work experience as well as literacy, numeracy and employability training, were launched in September, and are designed for young people who lack the skills and experience to be accepted into work or an apprenticeship.

Learners who spend more than 16 hours a week in lessons or the workplace as part of their traineeship programme are not eligible to

claim job seeker's allowance, which has previously prompted fears that young people will be discouraged from taking part.

The option to run traineeships is currently only available to providers with an Ofsted grade one or two inspection result, which the education watchdog spokesperson said might account for the lack of traineeships seen by inspectors.

"One of the reasons is because our risk-based approach to selecting providers for inspection, prioritises those previously judged to be grade three and four for overall effectiveness and so are not able to provide traineeships," she said.

However, she added: "Having said that, what evidence we have does not suggest good recruitment levels."

The Association of Employment and Learning Providers (AELP) said the policy of restricting traineeships to grade one and two providers could be limiting numbers and called for a review.

An AELP spokesperson said:

"There are many providers with a strong employer reach currently excluded from the programme."

"Given that work experience is such a critical element of traineeships, provider eligibility needs to be reviewed."



Top FE loans tweets:



@davidhNIACE

Advanced learning loans still not taken off for apprentices in particular. Actions & more analysis needed



@NOCN1

organisations expressing real concerns about the numbers of adult apprenticeships and impact for immigration



@App4England

Apprenticeship loans still showing no sign of take-off



@NIACEhq

Apprenticeship loan figures show the impact has been more severe than first feared



@tomstannard

Emerging crisis in higher level apprenticeship take up continues

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London SE10 8JA
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E: news@feweek.co.uk

Principal 'on leave' after drama head's rant

Rebecca Cooney

@RebeccaKCooney

The principal of a large London college has taken a leave of absence following the suspension of an apparently homophobic and racist department head.

Denise Brown-Sackey (pictured centre), at Newham College, and her board of governors took the decision after a recording emerged of dance and drama head Dr Mark Walcott (pictured right) seeming to make vile claims during a staff meeting early last year.

A 50-minute recording was posted on YouTube on November 17.

However, *FE Week* understands that an eight-month internal investigation into Dr Walcott had already taken place with no action having been taken — until the clip went online.

A Newham College spokesperson said: "In light of recent events concerning an online recording expressing views which do not reflect the values of Newham College, and in the best interests of the college, the board

of governors has agreed with the principal, Denise Brown-Sackey, that she will take a leave of absence, pending an independent investigation into recent allegations.

"Newham College's focus remains unwaveringly on its learners.

"We are proud of our reputation as a leading college and a fair employer, not least as the only FE College in the Stone-wall Workplace Equality Index top 100, and will continue to make this the focus of our work."

Mrs Brown-Sackey will be replaced while on leave by her predecessor as principal, Martin Tolhurst CBE.

She has been principal of Newham College since 2010, moving up from deputy principal when Mr Tolhurst resigned.

She has served at the college for almost 25 years,



starting as a lecturer in 1988 and working her way up to principal, with a brief stint as deputy principal at Havering College between 1999 and 2002.

The college spokesperson added: "We will not be commenting on these matters as they are now the subject of an inquiry, and do not envisage it being appropriate to comment further during the course of the inquiry."

During Dr Walcott's recorded rant, he seemed to say that gay people were ineffective and unsuitable teachers who would try to "indoctrinate" students into homosexuality, comparing them to the Nazis and the Ku Klux Klan.

A spokesperson for the college described Dr Walcott as a "contractor", but declined to give further details on any contractual relationship.

Dr Walcott is listed on what appears to be his LinkedIn profile as chief executive of the east London-based London Music and Dance Academy.

Dr Walcott, who has been suspended pending the independent investigation, could not be contacted by *FE Week*.



Quarter of FE loans are waiting to be processed

Paul Offord

@PaulOfford

Just over a quarter of applications for FE loans had not been successfully processed by the end of October, new figures have revealed.

The Department for Business, Innovation and Skills (BIS) confirmed 52,468 applications had been lodged, seven months after 24+ advanced learning loans were first introduced.

But most recent figures show 13,425 applications were not ready for payment, which works out at 26 per cent.

A further 1,212 applications had been processed, but deemed "ineligible" by the Student Loans Company (SLC).

The Association of Colleges (AoC) confirmed it had raised concern with the SLC that the application system was not working as efficiently for FE learner as for higher education students.

Julian Gravatt (pictured), AoC assistant chief executive, said: "The SLC's processes are fast for those who supply all the information at the right time, but slower for those who have a missing piece of information.

"This works well for full-time higher education students who apply months in advance, but is more problematic for walk-in enrolments at colleges.

"The priority for colleges at the moment is to ensure that loan applications continue to be converted into loan confirmations.

"There are some areas of the system which need improvement which AoC has taken up with the SLC."

An SLC spokesperson confirmed the company was prepared to review how it processes FE loans.

He said: "We continue to review and develop the guidance we offer about information needed when applying for a loan, as we seek to continuously improve the service available to all applicants."

The figures showed a continuing trend of low take-up for apprenticeship loans, as just 404 applications had been lodged.

Apprentices did not have to pay anything towards their training costs before the system was introduced in April for courses starting from August.

Sector leaders expressed concern that fear of paying off loans, that could run to several thousand pounds, was putting young people off apprenticeships.

Stewart Segal, chief executive for the Association of Employment and Learning Providers, and David Hughes, chief executive of the National Institute of Adult Continuing Education, claimed the system was failing and called on the government to take "radical action".

The take-up is well below government forecasts of 25,000 applications for apprenticeship loans this academic year (by July 31, 2014).

A BIS spokesperson conceded there was an issue with apprentice loans.

He said: "The introduction of loans to FE has been very successful. However, application numbers indicate that employers and learners are not engaging with loans in apprenticeships.

"We are keeping a close watch on the data and the implications for the apprenticeship programme."

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Editor's comment

Back off, Baker

Despite a robust defence from Lord Baker, his UTC project appears to be in trouble.

With so much invested in new buildings, facilities and staff you would have expected the first UTCs to have had an early halo effect, with full classrooms and long waiting lists amid a clamor for limited places.

But no, we find the five UTCs were running at just 57 per cent capacity last year.

As the halo effect fades, and colleges begin competing for the same 14 to 16-year-old learners, the project is at risk of losing hard-won government support.

So, unless the pause button on UTCs is pressed, Baker could legitimately be accused of presiding over a vanity project.

I am sure his intentions are good, but before any more public money is spend on new UTCs it seems reasonable to ask for more evidence of success.

Not just in terms of higher recruitment levels, but also evidence from Ofsted that they deliver a positive learner experience.

So in the meantime, 14 to 16 year-old resources would be better spent on large, well-established and successful FE colleges.

Their time has come, the argument over direct recruitment at 14 has been won — and it's time for Baker to back off.

Nick Linford, editor

Correction

Stewart Segal, chief executive of the Association of Employment and Learning Providers, was last week wrongly included in a story.

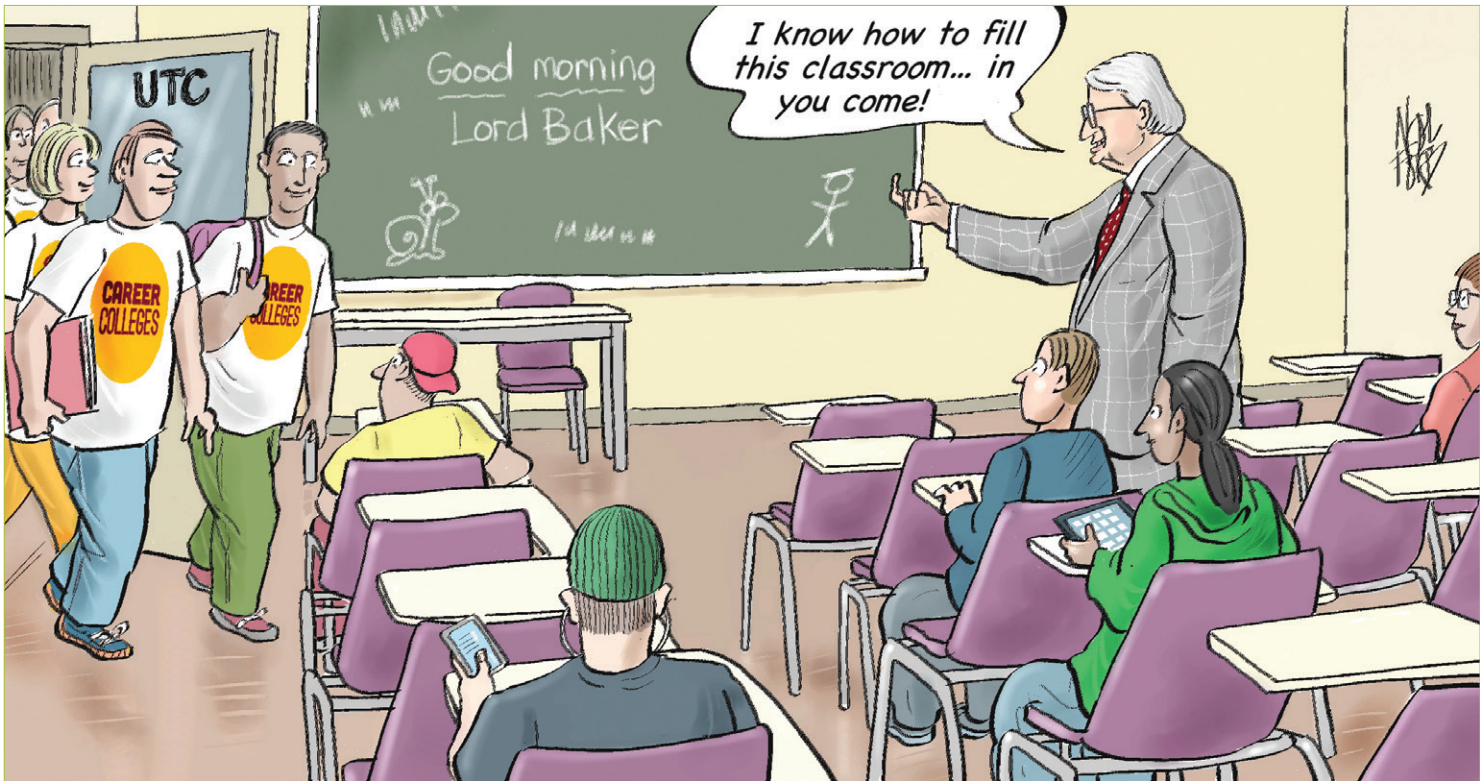
He was quoted in our page 4 cartoon tale, under the headline 'Hancock to divert cash to employers'.

His comments had been included in the story in error having been published, correctly, in the previous edition of the newspaper in a story about the scrapping of the Information Authority board.

Nick Linford, FE Week editor, was responsible for the error, which was removed from online coverage and also in our digital edition.

Have you spotted something wrong with this edition of FE Week?

If so, feel free to tell us about it, including the page number and story headline, and explain what the problem is. Email us at news@feweek.co.uk with Corrections in the subject line.



Baker defends UTC under-recruitment

Chris Henwood
@Chris_Henwood

Former Education Secretary Lord Baker has defended University Technical College (UTCs) after it was revealed that some were running at less than a third of capacity.

He said figures showing the 150-pupil Central Bedfordshire UTC was just 30 per cent full for the last academic year, while the 480-pupil Black Country UTC, near Birmingham, was 36 per cent full, would improve.

The Central Bedfordshire UTC opened its doors last year and the Black Country UTC — so far the only one inspected by Ofsted, which gave it a grade three rating — started the year before.

A further three were open for the start of 2012/13 and they saw greater percentage headcounts, but the combined figure for all five was still only 57 per cent (825 pupils).

Lord Baker, who is chair of the UTC brand and last month revealed plans for similar 14+ vocational institutions with Career Colleges, told FE Week: "Figures will be a lot higher than 30 or 36 per cent and will be rising, but you can't possibly put an exact number on it."

"What happens is that head teachers of state schools are allocated pupils by the local authority, but we have to go out and get our pupils with marketing.

"We've increased our marketing skills and I've met a number of new UTC principals and we've been talking about what they've got to be doing.

"There is one opening in Warwick next year and it had an opening evening the other night and 700 people turned up, so the news is getting around."

Sue Clark, governors' chair at Central Bedfordshire UTC, said: "This is a very new UTC and it is going to take a little while to build our numbers, particularly as pupils and their families need to adjust to the idea of a non-standard transfer age at 14.

"Pupils at our UTC are very positive about the decision they have made to join us, and I expect us to increase our numbers successfully as we become more established.

"The concept of the UTC with its close employer engagement is a very exciting proposition."

A Black Country UTC spokesperson said: "Recruitment was always expected to be slower in the first few years while a platform is built and the success stories of our students allows others to see what can be achieved in this unique learning environment.

"Establishing a new institution with no story to tell, no precedent and no history of a transfer aged 14 was always going to be challenging. However, the Black Country UTC and Walsall College, our lead sponsors, are firmly

committed to the concept and its aims."

He added: "The grades, apprenticeships and jobs achieved since opening in 2011 clearly show that a specialist institution such as this can deliver significant benefits for students in our region and the Black Country UTC remains tied into Walsall College's wider strategic growth for engineering."

The capacity figures were revealed in answer to a parliamentary question. They showed the 180-pupil Aston University Engineering Academy, in Birmingham, was 76 per cent full, the 100-pupil Hackney University Technical College was at 77 per cent and the 540-pupil JCB Academy, in Uttoxeter, was 66 per cent full.

Outline approval has been given to 26 more UTCs to open in 2014 or 2015, in addition to the 12 that opened at the start of the current academic year, including Liverpool Life Sciences UTC, Royal Greenwich University Technical College and Elstree University Technical College.

"What the capacity figures haven't reflected is that of the 12 that opened this year for example, at Greenwich we had 300 students start and in Liverpool Life Sciences 200 started, and there's going to be 400 next year, and Elstree opened with 350 students," said Lord Baker.

The Department for Education declined to comment.

Last-minute hopes to avoid college strikes

The University and College Union (UCU) said it was calling for eleventh-hour talks with the Association of Colleges (AoC) in a bid to call off strikes.

The union claims that "a series of below-inflation pay offers from the association since 2009 mean FE lecturers have seen their pay cut by more than 15 per cent in real terms".

And, following a pay offer of 0.7 per cent this year, the union balloted its members in FE colleges in England. More than two thirds of those who voted (71 per cent) backed strike action.

The union, which sought a 5 per cent deal, said its negotiators have offered to clear dia-

ries for talks to avert strikes expected to take place on Tuesday, December 3.

Michael MacNeil, UCU head of bargaining, said: "College lecturers have seen their pay fall by 15 per cent in the past four years and fail to make up any ground against school teachers' pay, despite increasing workloads.

"Nobody wants to take strike action and lose a day's pay, but this year's 0.7 per cent pay offer from the employers was the straw that broke the camel's back."

The UCU strike vote came despite the AoC having reached agreement with Unison, AMiE, ATL, UNITE and GMB through the

National Joint Forum.

The AoC declined to comment on the UCU's call for last-minute talks.

However, when the strike plans were initially announced last month, Emma Mason, AoC director of employment policy and services, told FE Week: "We are disappointed that UCU members have voted to take strike action."

She added: "The pay recommendation for 2013/14 is for a 0.7 per cent increase and £282 for staff earning £14,052 or less and increases the recommended minimum hourly rate to £7.45 in line with the UK Living Wage."

FE Week profile

Mark Brickley ~ his story

Janet Murray
@FEWeek

The principal of Kensington and Chelsea College talks to FE Week

Despite passing the 11-plus, Mark Brickley says he wasn't a particularly academic child.

For reasons neither he nor his 81-year-old father, Derek, can recall, he chose not to go to grammar school.

So when he left school at 16, the year of the Falklands War "and when unemployment was through the roof," he was keen to learn a skill or trade.

"That was in the time when only the brighter boys and girls tended to go to college, and university seemed even more out of my league," says 47-year-old Brickley, now principal of Kensington and Chelsea College.

"I wanted to make sure I did something that would ensure I had a job for life."

After an apprenticeship in carpentry and joinery, he set up his own specialist building company.

At 24, he decided he wanted a change of direction, but with a young family to support (he became a father at 19), retraining full-time just wasn't an option.

Brickley enrolled in an evening class in computing at Eastbourne College, juggling his studies with work — and bringing up his young family — before becoming a web developer in the early 1990s, specialising in developing computer-based training in the science and medical fields.

"As a 24-year-old young man, and a young father, further education gave me an opportunity to change my life," he says.

So when the opportunity arose to start working in the sector, he jumped at the chance.

After a three-year stint working as an IT consultant at both the Association of Colleges and a number of UK colleges, Brickley was appointed vice-principal of Guildford College.

After nine "brilliant" years there, working under three different principals (including David Collins CBE, who was recently appointed FE commissioner), he recently took on the top job at troubled Kensington and Chelsea College.

Following the loss of a major training contract with a prison late last year, the college lost 60 per cent of its funding and Brickley's job is to get things back on track.

His first twelve weeks in the job have been eventful. He's already had to contend with a major flood and a visit from Ofsted (the result of which is due to be published in January). But he remains positive about the future.

"My job is to take the college forward, reposition it and work on our reputation and brand," explains Brickley.

"It [the college] has been through a pretty difficult year or two, and the staff here have really taught me a great lesson and that is that sheer will and desire can go a long way...I think it's a fabulous place to work."

The biggest challenge for the college — and for the sector as a whole, he says — is the "uncertainty and volatility" around funding.

"We're all living with less and expected to deliver more and higher quality. And I don't think there is a college principal in the land who won't recognise those challenges.

"Here in London, there's a perception that Kensington and Chelsea is awash with millionaires and oligarchs who have all this money. But the fact is that 99 per cent of my students come from poor and deprived areas and have significant social issues."

Making sure young people have access to impartial careers advice and guidance is another priority, as is providing high quality vocational training — and not just apprenticeships.

He says: "Most employers I speak to tell me one thing — they want the training to be delivered quickly, they want it to be high impact and they want the outcome, for them, to be more productiveness and more profit. So it's great that the government is investing in apprenticeships but we must remember that's not necessarily what all employers want."

While he is now running a billion pound organisation, Brickley says he still draws on his experience as a young man, running a small firm.

"I was always looking to provide meaningful business opportunities and my job here as chief executive is about helping to develop and grow Kensington and Chelsea College's business," he says.

“Richard Branson doesn’t have a degree in business and he seems to have done fairly well for himself”

"I learned very quickly that you have to engage people and you have to look after people's fundamental beliefs.

"I also learned that to be respected, you have to lead from the very front, so you can demonstrate and deliver."

But the dad-of-four admits he has experienced academic snobbery.

"I've had people say to me 'How can you be doing this job when you don't have a degree?'"



Mark Brickley with his family. Inset from left: Daughters Hannah, 23, Eleanor, 18, wife Juliette, daughter Sophie, 27, and Mark. Photo by Mark's son Cameron, 15

But I believe you don't have to be an academic to make your mark in this world," says Brickley.

"Richard Branson doesn't have a degree in business and he seems to have done fairly well for himself, hasn't he?"

"The world shouldn't be about academic versus vocational. It's just about people — different people for different times and different skills.

"I think that anyone who has the ability to study higher education is fantastic — two of my children have — but it's not for everyone."

For Brickley, who describes himself as a "frustrated artist" who would love nothing better than to retire to a beach bar in the Caribbean, "just sitting there with a piece of wood, carving it," leading a college specialising in the

creative arts is an added bonus.

He continues to be inspired by his father, now 81, who went from being a plasterer to a sales representative "making a transformation, in his own way at his own time into something everyone told him he couldn't do".

"I can't believe the journey I am on now. When I was appointed here — I started in September — it was one of the proudest moments of my life," he says.

"I'm sure that in 10 years' time, when I am in my 50s, I will look back and go: 'Wow, what a journey'.

Brickley's ultimate aim is to get the college to outstanding status in less than five years and build on the reputation of the college, which has strong links with, among others, the Victoria & Albert, Science and National History Museums.

"I believe FE changes lives, I really do, and that's what I'm always striving to do in this job," he says.

"I've got this thing called the 'toothbrush test'. It's just me, as a human being, looking in the mirror twice a day, brushing saying 'you've done a good job, you've worked hard today and fundamentally you're a decent human being.'

"You only get one crack at this life, and if you can say that honestly, every day, you've done well."

It's a personal thing

What's your favourite book?
The Psychopath Test by Jon Ronson

What do you do to switch off from work?
Spend time with my family

What's your pet hate?
People who are intolerant of others

What did you want to be when you were older?
I wanted to be in the Household Cavalry. I wanted to be one of the life guards in their beautiful tunics

If you could invite anyone to a dinner party, living or dead, who would it be?
Julius Caesar, Margaret Thatcher, Bill Clinton and Russell Brand

Brave Vicky claims student of year title

Rebecca Cooney
@RebeccaKCooney

Barking and Dagenham College student Vicky Knight (pictured right), who set up a charity for burns victims after being horrifically injured in an arson attack, has been named the Association of Colleges student of the year.

The 18-year-old was honoured at the association's annual conference for launching Scar Quality to offer help, counselling and makeovers for young people dealing with injuries like hers.

Vicky was caught up in an arson attack on her parents' pub when she was eight years old. It left her

with 33 per cent burns and low self-esteem.

She is now studying health and social care and featured in *FE Week* when she first set up the charity back in February.

"It's been slow progress, but it's been good," said Vicky, who has been in hospital seven times this year after damaged tissue in her hand became infected.

"It hurts a lot and I might have to have a joint replacement, whoever heard of someone having a joint replacement at 18?"

However, award judges noted how Vicky impressed tutors by requesting a laptop so she could continue her college and charity work from hospital, including planning a

fundraising Christmas party.

"We've had people coming and saying they want to get involved," she said.

"We've got one man who's a fire safety officer for the NHS and wants to volunteer his spare time to help my charity out."

Warwickshire College student Luca Frondella, also 18, got second prize. Despite dyslexia, he achieved three starred distinctions in his level three BTec in 3D design.

Kieran Beavis, 19 and from South Gloucester and Stroud College, came third. He struggled with behavioural issues, before discovering his love of performing arts, through helping out with a performing arts course for adults with learning and physical difficulties.

For more on the winners, read the *FE Week* supplement, sponsored by NOCN, on the Association of Colleges 2013 conference.



From left: Kieran Beavis, Luca Frondella, AoC chair Carole Stott, Vicky Knight and NUS vice president for FE Joe Vinson



FE Week expert

2013: A (Further Education) Policy Odyssey



Former House of Commons Education Select Committee specialist
Ben Nicholls is head of policy and communications at London's Newham College. He writes exclusively for *FE Week* every month.

A year ago, when I was appointed to Newham College, I didn't know all that much about FE (it's okay, I said so at my interview — they knew what they were letting themselves in for).

I wanted to work in FE because I'd always thought it did some of the most valuable work in the education sector, because of its spot-on focus on employment and skills and progression, and because I was fed up of seeing vocational study treated with less equity than its academic neighbour.

And I was excited at the prospect of a trailblazing job — the first in-house role in the sector focussing on policy and colleges' involvement in its development.

If I had any fear about the role, it was that there might not be enough policy stuff to get my teeth into — could my job be the only one in the sector because there wasn't enough to do? How quickly that fear disappeared.

FE colleges, and vocational education more broadly, still lack the attention they deserve and need, but we cannot complain, this year, of a deficiency of government consultations.

Within a week in post, I was grappling with Chartered Status, soon followed in rapid succession by the FE Guild (as then was), qualifications reform, accountability, the achievement of white working-class children, capital funding, the development of apprenticeships and traineeships, Ofsted frameworks, and several more besides.

All this, of course, was as well as the debates, the events, the meetings with MPs, the working parties, the research projects, the cross-sector fora, the internal and external communications, the public relations, and — by far the most fun, of course — my monthly rants for *FE Week*.

What a year it has been. At the end of it, though, are we any clearer on the future direction of FE policy, and do we feel better engaged in its development?

Perhaps this is inevitable, but my answer

to those questions is a resounding 'yes' and 'yes'.

While we may not all have agreed with every word forthcoming from the government, the resultant picture of the future

"It doesn't take a genius — much less a newbie to the sector — to recognise that 2014 will present a number of challenges to colleges, as some of the reforms become reality, and within an increasingly straitened climate"

seems increasingly clear.

It is clear, not just from the follow-up to the Richard Review, but from the development of traineeships and from the personal focus of all three major party leaders, that apprenticeships are not just here to stay, but will change and grow in a number of ways.

If there is a danger here, it is that those for whom these pathways are not the right answer will feel compelled to pursue them — rather, indeed, as some might argue has

happened with university degrees — but we are, perhaps, some way from that just yet.

Similarly, the government has been clear on which qualifications it values, and why, and how performance measurement will reflect that.

It has been clear on the principles it wishes to see applied to funding, particularly of apprenticeships, and it has been clear that it expects the sector to lead itself on matters of professionalisation and development.

Even if this is a cover story for cuts, autonomy should be welcome, and the appointment of David Russell as the Education and Training Foundation's chief executive begins an interesting new chapter.

It doesn't take a genius — much less a newbie to the sector — to recognise that 2014 will present a number of challenges to colleges, as some of the reforms become reality, and within an increasingly straitened climate.

At the same time, though, the next General Election will feel an awful lot closer the other side of New Year's Eve, and we can hope that all three major parties decide to pursue bold, exciting policies.

More importantly, we can hope that they continue to develop those policies with reference to, or even better hand-in-hand with, the FE sector.

Ben Nicholls

FE Week expert

Hitting back at the level two 'dead-end' criticism

Claims last month that up to 50,000 teenagers were studying 'dead-end' level two courses were 'superficial and sensational' says Lynne Sedgmore.

The second Institute for Public Policy Research (IPPR) report in its Condition of Britain series, entitled Growing up and becoming an adult, makes a helpful contribution to our understanding of a complex issue — why too many of our young people have difficulty making the transition to adult life and what we might do about it.

It points to many factors including the weakening influence of the family in some parts of modern society and the negative effect of many aspects of contemporary culture.

Unfortunately, any positive impact from the analysis risks being vitiated by the superficial and sensational reporting of a so-called finding about vocational education — 50,000 youngsters on 'dead end' courses.

The figure of 50,000 appears to be derived simply from an extrapolation of the Neet (not in education, employment, or training) figures — the implication is that if young people become Neet the courses they followed were to blame.

The report then highlights the higher incidence of Neet among those who undertook courses at level two and below compared with A-level students — hardly a surprising finding, but underlining the accusation that

the nature of level two provision is to blame.

Yet IPPR clearly knows what sort of young person finds themselves on a course at level two or below at the age of 16.

They are those who have not been served well by the education system to date; those who have a learning difficulty or come from a disadvantaged background.

They are young people who have been aimed at the lower end of the labour market since they started secondary school, or even since the age of seven as the Jesuits would have it.

The suggestion that the critical factor determining young people's fate is the content of the courses they followed at the age of 16 is simply ludicrous.

The IPPR asserts that courses at level two and below have 'limited teaching' or 'limited time in the classroom'.

It is not clear where the evidence for this comes from since it is not referenced in the report.

Moreover, it is contrary to the experience of most colleges and the figures recorded in the individualised learner record (ILR). An analysis for the Nuffield 14 to 19 review by Fletcher & Stanton found that teaching hours on level three programmes were around 4 per cent greater than on level two, accounted for mainly by the fact that the most able students are sometimes encouraged to take on five A-levels or the equivalent.



The report asserts that it would be preferable if more students undertook apprenticeships.

This is probably true as long as it is not done by diluting apprenticeship quality; and it ducks the important question of what provision needs to be made for the large number of young people who will not be taken on by

employers and for whom A-levels are not appropriate.

At the moment, vocational courses in colleges serve the great majority of them very well. Through the use of both work experience and realistic work environments they help induct young people into an occupational identity, provide useful occupational skills and motivate them to continue with more general education.

Such students can be found in training restaurants and college farms, running shops and salons, travel agencies and, in one case, a museum.

There is undoubtedly some weak provision at level two just as there is at level three and in all parts of education.

The casual denigration of level two vocational programmes in this report is however part of a pattern.

Lower level work in colleges is something that is not well understood by elite commentators, is low status and easy to stigmatise.

Such careless commentary is damaging, not least by inviting yet more tinkering and 'transformation' of a system that is not in any real sense broken.

These students and the colleges that serve them deserve better.

Lynne Sedgmore, executive director, 157 Group

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FE Week expert

Aiming high on 'real' work experience

Colleges run their own 'business' to allow learners to gain experience and 157 Group executive director Lynne Sedgmore said last week that such ventures could be seen as providing a realistic taste of the workplace. However, Iain Mackinnon says they are too few and far between to offer a viable alternative to experience of a truly commercial environment.

I think 157 Group executive director Lynne Sedgmore struck the wrong note in responding to the government's new advisory paper on work experience.

In making a case on the rather narrow grounds of protecting the best examples of artificially-created work environments she risks appearing on the wrong side of the argument.

She should, instead, be leading the charge to get high quality experience of work for every vocational learner.

First things first. The government is right to set its sights high, and to ask that every student should experience a realistic work environment.

"Colleges should step up to the challenge to get a high quality placement for every vocational student"

And colleges and other training providers should say: "We agree — this is a good ambition, and we will join you in helping to achieve it."

But Mrs Sedgmore began by seeking to challenge "the myth that colleges cannot provide a true-to-life working environment for learners".

Of course they can, and do — but this is very much a minority game at the moment, and for the foreseeable future. We need a better answer for the many, not just the few.

I was impressed by what North Herts College told me about the gym which its students run as a successful commercial venture.

I like very much that they not only get a useful BTec qualification, but also the really powerful learning you only get when you experience some of the commercial pressures which are the vital backdrop to every job.

But let's be clear, learning companies like this one are rare, and likely to remain so.

Too many of what Mrs Sedgmore calls "Realistic Working Environments" (RWE) — and the government describes as "simulated work environments" — are simply not realistic, because students do not face the commercial pressures which shape everyone else's daily work.

Students obviously need time to try things out and make mistakes, but learning how to build their working speeds to much closer to commercial standards is also part of the



task — and a key part of the task in the eyes of employers.

I readily agree that far too much work experience is low quality.

Education Business Partnerships did a great job in showing what's possible, but too many got sucked into a low level numbers game, and it's more than time to move on and get the focus on quality.

But we need quantity too, and colleges should step up to the challenge to get a high quality placement for every vocational student.

There should be no disagreement with that ambition. Alison Wolf made the case powerfully. Report after report explains how valuable it is for vocational students to get work experience alongside academic studies.

The argument should be about how we close the gap to get a good placement for everyone, not whether we should try or not.

And we do know it can be done. Fleetwood Nautical Campus, for example, part of Blackpool and the Fylde College, which recently won outstanding status from Ofsted, has an international reputation for its courses for trainee officers for the Merchant Navy.

Every one of them gets a multi-part sandwich course with long periods of 'sea time' (ie on-the-job learning) complementing what the students learn in college.

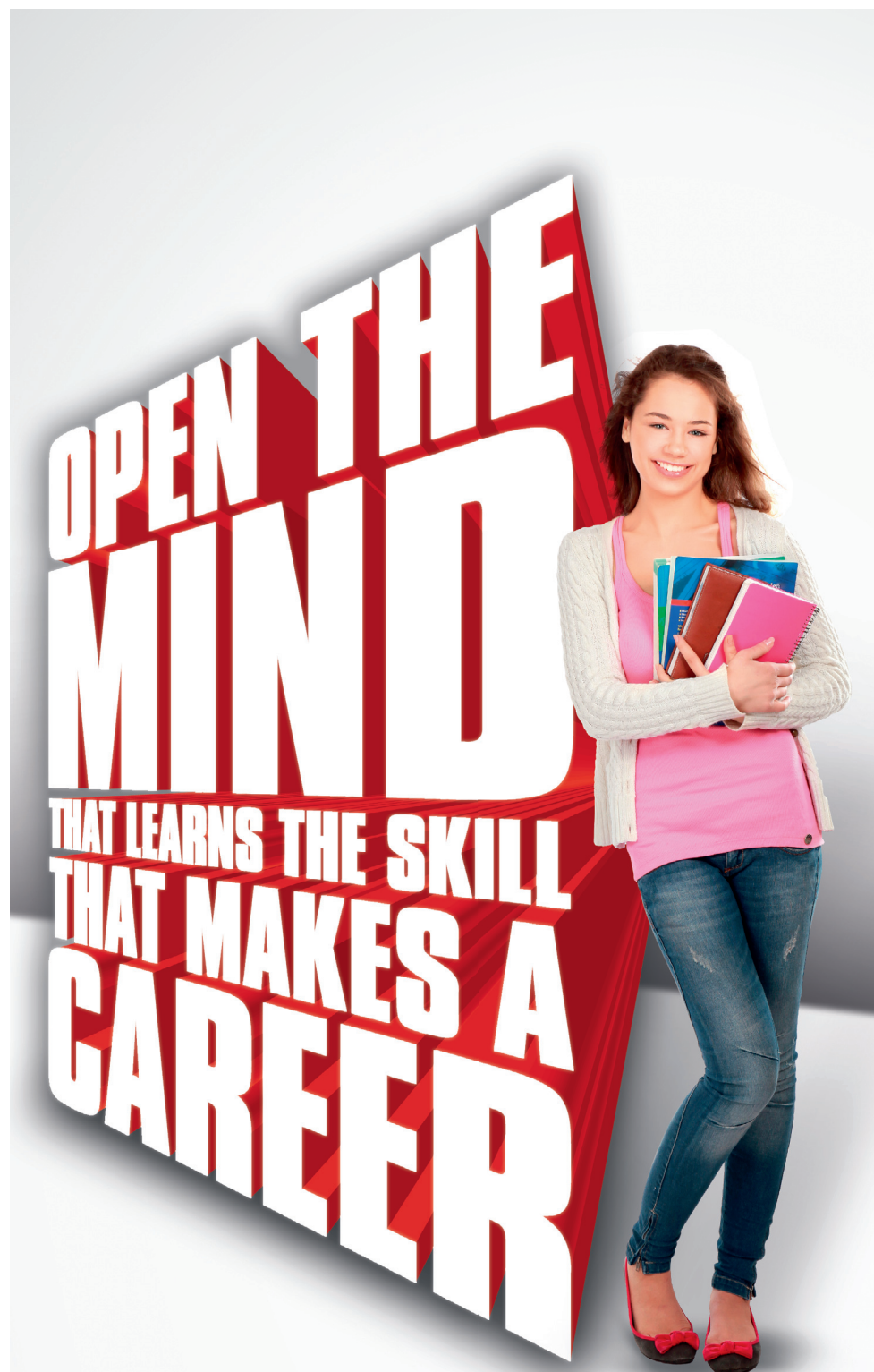
Students use sophisticated (and expensive) simulators too, of course, but there is no substitute for the real thing.

Employers step up, I think, despite the cost, because they know that and because they trust the college to deliver.

It's imperfect in detail, but a good model. It is realistic to go for a target of 100 per cent — every vocational student getting a high quality experience of work environment with realistic business pressures.

Colleges should step up, accept the challenge and work to make it happen.

Iain Mackinnon, managing director, Mackinnon Partnership, and former college governor of 14 years



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I know from personal experience how simple, everyday tasks can be huge hurdles for disabled people.

Our late son was disabled – and he was the inspiration for my becoming a student support worker at a prestigious university in Scotland. As I see it, my job is to take away as many of these hurdles as I can, to give disabled students as ‘normal’ an experience of university life as possible. I take notes at lectures, return library books, even proof read essays the night before they’re due in. (All students, disabled or not, work at the last minute...).

I have also helped many young people to overcome difficulties, encouraging them to believe in their own abilities and achieve all they are capable of. I’m so happy that Randstad helped me find this role. After all, we all have to have a sense that we’re needed. But it’s an important role in a wider sense too; any society that has pride in itself will help the more vulnerable people within it. That goes for the university, and for society as a whole.

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Recommended by You



FE Week campus round-up

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College unveils £27m revamp plans



A computer generated image of the proposed new campus. Inset: The current college building

These are the ambitious £27m plans to turn a run-down 1960s campus into a state-of-the art 'regional hub' for construction, science, technology and sustainable technologies.

New College Nottingham is set to submit the proposals for its Basford Hall campus early next year after securing £9m from the Skills Funding Agency.

It is hoped work will get under way in April so the new campus could open as soon as September the following year.

Principal Dawn Whitmore said: "We are



absolutely ecstatic that we are finally able to make our vision for Basford Hall a reality.

"This is not only good news for the college, it is good news for everyone living in Basford and the surrounding areas."



Dr Paul Phillips, principal of Weston College, Simon Haydn, from the Bloodhound team, Steve Caldwell, curriculum lead for engineering, and lecturer Paul Gavins

Jet-powered car fires students' imagination

A car that could break the world land-speed record inspired students at Weston College's new Automotive Technology Centre.

Traffic ground to a halt in Weston-super-Mare, Somerset, as a life-size replica of the 44ft-long rocket-powered vehicle was rolled into the centre.

Members of the project's technical team answered students' questions about the car, called Bloodhound, which it is hoped

will travel at more than 1,000mph during world record attempts in 2015 and 2016.

The visit marked the launch of the college's £1m training centre for mechanics and engineers, which is based in a former Renault garage.

Lecturer Paul Gavins said: "Our trainees and apprentices were fascinated by Bloodhound. The visit was a great way to mark the centre's launch."



Worcester College of Technology students wearing blindfolds

Diners in dark at fundraising meal

Worcester learners were kept in the dark about dinner to raise £700 for Sight Concern.

Worcester College of Technology students organised an event for the charity, which supports visually-impaired people, called Dine in the Dark.

It involved college staff and students eating with their eyes covered by blindfolds.

Andy Donaldson, aged 26, a HND computing student who

took part, said: "It was much harder than I expected it to be, especially at the start, as I felt really disorientated."

"It took much longer to eat than normal."

Jenny Gage, chief officer at Sight Concern Worcestershire, said: "It's wonderful to see college staff and students actively supporting our charity and the vital work we do to support blind and partially sighted people."



Student Helen Bilsborough with model Eleanor Burke. Inset: Sean Tetlow with model Emily Giles

Young hairdressers shown how to cut it

Hairdressing students at Warrington Collegiate were shown how to cut it in the outside world by award-winning hairdresser Sean Tetlow.

More than over 150 students and representatives from hair salons in Warrington watched Mr Tetlow perform cutting demonstrations in the Barton Theatre, at Warrington Collegiate.

Hairdressing student Helen Bilsborough,

aged 19, was thrilled to be chosen to help his team of hairdressers prepare the models.

She said: "It was wonderful to be able to see top hairdressers in action. The hair styles being demonstrated were very intricate, but Sean made it look so easy."

Mr Tetlow won the most wanted hair trend award at Creative Head magazine's Most Wanted 2012 awards.

Send your stories with pictures to news@feweek.co.uk including names, ages and course of students where applicable



Former chair of governors Mike Rushworth, principal Anthony Bravo, chair of governors Lynne George and deputy principal David Moir receiving the Inspire Award

Award-winning college is glad to be green

A college which installed more than 400 rooftop solar panels has won awards recognising its environmentally friendly projects.

Basingstoke College of Technology won in the sustainable business category at the Inspire Awards for north Hampshire businesses and was named best newcomer in the national Green Gown awards for education institutions.

The awards recognised how the college has installed 400 rooftop solar panels,

converted boilers to make them more efficient, introduced waterless urinals and switched to growing its own vegetables.

The college's catering students also cooked and served food at the Inspire Awards ceremony.

Principal Anthony Bravo said: "The Inspire Awards event was wonderful and it was made all the more special by our hospitality learners who prepared and served some amazing food."

MOVERS & SHAKERS

Your weekly guide to who's new and who's leaving

A new director at the National Institute for Adult Continuing Education (Niace) in Wales has been appointed.

Cerys Furlong, assistant director for the Open University in Wales and former programme director for Niace Dysgu Cymru, will replace Richard Spear, who is taking up the role of chief executive at Careers Wales.

David Hughes, Niace chief executive, said: "She brings a wealth of knowledge which will build on the impressive work of Niace in Wales."

"She will play a crucial role in helping us to give adult learning prominence over the coming years as we continue to push for greater investment in learning opportunities for adults."

She said: "I am really excited to re-join Niace Dysgu Cymru at a vital time for the future economic prosperity of our country."

"Niace Dysgu Cymru has an absolutely crucial role to play in working with Welsh



Cerys Furlong government, employers and the education sector in ensuring that adults can re-train, up-skill and gain the essential life skills they require to be full and active citizens in a modern and ambitious Wales."

She is due to start in her director's role in January.

If you want to let us know of any new faces at the top of your college or training provider, please let us know by emailing news@feweek.co.uk

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Doug Cairns, NCG

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Little Bradley's cancer fight inspires college fundraising

Hairdressing and barbering learners were so moved by the plight of seriously ill toddler Bradley Lowery that they decided to help, writes Paul Offord.

The stresses and strains of training to cut hair were put into perspective during a fundraising event for a little boy whose life has been blighted by cancer.

Level three hairdressing and barbering students at East Durham College organise a promotional evening every year as part of their studies.

This year, all 23 are supporting two-year-old Bradley Lowery, from Blackhall, County Durham, who was diagnosed 10 months ago with a rare form of cancer, called neuroblastoma.

It started in his adrenal glands, tests have showed, with tumours developing in his chest, lymph nodes, bones and bone marrow.

He has just completed his fifth course of chemotherapy and is on a life support machine to help him breathe.

He's been given a 50/50 chance of survival — but even if he pulls through, there's then an 80 per cent chance of a relapse.

So his mum, 30-year-old Gemma, is hoping to raise £500,000 for a trip to America to fight any relapse.

And Bradley's cause — already at the £50,000-mark — was boosted with £264 thanks to the students, who did fundraising haircuts, cut-throat-shaves, manicures and a raffle.

Gemma said: "I would like to thank everyone from the college for their fundraising efforts.

"Without good people like them, we wouldn't get anywhere near our fundraising target.

"We have been told that Bradley has a long way to go and it's going to be a rough ride, but my baby is a fighter, so the least I can do is fight it with him no matter how much I'm hurting."

She added: "If he doesn't need the treatment for whatever reason, then it will be used for someone else who does, because there will be other children who benefit."



College students and staff at the fundraising event. Inset: Bradley Lowery with mum Gemma, dad Carl and brother Kieran, aged 11

Barbering lecturer Alison Scattergood said: "When we asked the students to name a cause close to their heart to give the money to — they all opted to support Bradley, as he lives close to the college and a lot of them know the family. "We have continued with our fundraising this week by holding a sponsored 'wear red for Bradley day'. Staff and students all got

involved and it was nice because we normally have to wear black tunics in the salon."

The college is organising another fundraising event for Bradley, on December 8, where staff and students will dress little girls as princesses.

Visit www.bradleylowerysfight.co.uk to donate to Bradley's fund, or follow it on Twitter via the @Bradleysfight handle.

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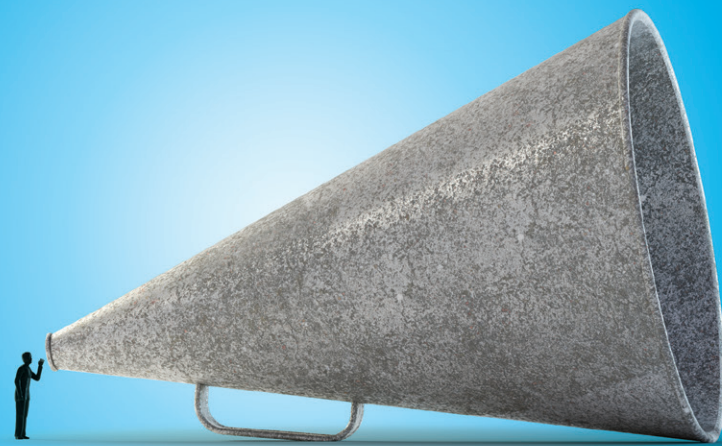
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Interview date: 17th December 2013



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Closing date: 18 December 2013.

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**Closing date - 9.00 am
Monday 16 December 2013**



Middlesbrough College is looking to recruit a number of staff across a range of departments to further drive forward its Mission Statement of "Driving Ambition, Inspiring Success"

Director of Marketing, Communication & Public Relations **£41,028 - £48,259** **Full-Time (37 hours per week)** **Permanent**

This is a great opportunity to join a thriving and buoyant College, committed to improving the skills and economic prospects of Teesside.

Middlesbrough College is looking for an exceptional leader with ambition, skills and drive to build upon its recent success. The College has significantly grown student numbers over the last five years and has now embarked on an ambitious investment strategy, which includes a £20 million development in new facilities in Science, Technology, Engineering and Maths which is being shaped by and for industry on Teesside.

With previous senior management experience you will have proven track record of developing and managing marketing, communications & public relations functions in a diverse and complex organisation.

You will be a confident and effective leader, able to communicate at all levels and able to provide creative solutions in order to continue to raise the profile and reputation of the College in this increasingly competitive environment. Ideally the post holder will have previous experience of working in the Education / Training Sector but this is not essential.

If you share our drive and determination to deliver an outstanding educational experience then the College would love to hear from you.

Data Reporting Analyst **£25,161 - £29,245 per annum** **Full-Time (37 hours per week)** **Permanent**

The College is seeking a dynamic and creative Data Reporting Analyst who is highly motivated and demonstrates initiative and self-assured analytical skills. Working with the College's Quality Team, you will be responsible for the development and delivery of key performance reports including, but not limited to, attendance, achievement, destination and progression.

The postholder will ideally have proven experience in the use of Microsoft SQL Server and SQL Server Reporting Services (SSRS) and possess the ability to write SQL queries to extract data from a variety of databases in order to generate reports in a range of formats. In addition you will ideally have proficient Intermediate / Advanced Microsoft Excel and Access skills and it would be an advantage if the postholder had knowledge and experience of the Compass suite of MIS products including Pro Solution, Pro Monitor and Pro Achieve. This in addition to strong numeracy, organisational and interpersonal skills and of course you will need to be a good communicator with excellent report writing skills.

If you feel you have the right qualities and share our values, then the College would love to hear from you

Director of Registry **£41,028 - £48,259 per annum** **Full-Time (37 hours per week)** **Permanent**

Middlesbrough College is looking for a forward thinking and experienced data and funding professional to lead the College's Registry Team, providing clear guidance and advice on funding methodologies to the Assistant Principal – Finance & Registry (line manager), Principal / Chief Executive and the College Leadership Team.

You will need a detailed understanding of current funding methodologies and the challenges that are currently being faced within the Further Education sector.

You will be responsible for proactively reporting on the College's funding position, highlighting opportunities and risks as appropriate and ensuring data accuracy and audit compliance of all student data records.

You will also be responsible for managing the student journey from application to enrolment and liaising with other key departments to ensure that the enrolment process is effective in recruiting students. Knowledge and experience of developing data management information systems would be advantageous.

The successful applicant will also need to be able to demonstrate excellent communication and organisational skills and be able to influence senior managers throughout the College.

Head of Health & Safety **£38,903 - £42,086 per annum** **Full-Time (37 hours per week)** **Permanent**

An excellent opportunity for a self-motivated professional with the commitment, drive and initiative has arisen to lead the dynamic development and delivery of the College's Health & Safety agenda.

As a change maker and confident leader with strong communication skills, you will assist managers and staff across the organisation to comply with relevant statutory provisions and ensure industrial best practice.

As a Health & Safety Ambassador, you will be responsible for promoting the importance of Health & Safety across the College and ensuring that the all Health & Safety legislation is complied with in order that staff, students, contractors and visitors are working in a safe environment.

The role demands significant experience and knowledge of strategic and operational Health & Safety and legislation in a large organisation across a range of vocational areas and some experience working within the Construction and Engineering Industry would be an advantage.

The successful candidate will have a proven track record of developing and implementing Health & Safety improvements at a strategic and operational level with significant experience of managing and motivating staff. The Postholder will have a 'can do' approach, a willingness to take ownership and an enthusiastic approach towards promoting a Health & Safety culture across the organisation.



GROUP DIRECTOR OF HUMAN RESOURCES

SALARY: £65K PER ANNUM.

We are looking for a top quality Group HR Director, with a broad and deep range of experience, and acknowledged success in the field, to help ensure that we get the best out of all of our employees.

Closing date: Sunday 8 December 2013.

Location: Leamington Spa.

Reference: ES144.

For more detail and a copy of the job description please visit our website and to discuss this opportunity on an informal basis, please call **Stephanie Sandford** on **01926 318 225** to arrange a suitable time.

To apply, please visit our website: Warwickshire.ac.uk



To advertise
with us call
Hannah Smith on
020 81234 778

WEB DEVELOPER

£29,458.00 - £33,350 per annum



We are seeking an experienced and innovative senior web developer to maintain and develop our college website ensuring it is up to date, engaging and addresses the needs of the college.

Working within the Marketing and Communication team and with other college departments you will ensure data flows accurately between college systems, build web applications, be able to implement and customise themes for our content management system and keep abreast of new technology.

The successful candidate will have a degree or equivalent in computing or IT, three years' experience as a web developer and advanced knowledge of web scripting, server management, CSS, XHTML and JavaScript applications. You will have excellent customer service skills, be able to manage and prioritise your workload and be able to analyse data and produce management reports. Experience of managing staff would be desirable.

To apply, please download an application form from our website www.racc.ac.uk and return this to hr@racc.ac.uk alternatively call the HR team on 0208 439 8922

CLOSING DATE: 6 DECEMBER 2013, 12PM



Curriculum & Quality Support Co-ordinator

£30,000

MI ComputSolutions delivers a range of education and training, welfare to work and employment services primarily across East, West and South London. MI ComputSolutions has successfully delivered multiple projects and contracts with excellent results demonstrated by over 95% of learners completing and achieving a qualification and progressing onto further education and/or sustainable employment.

The post holder will undertake a range of responsibilities to ensure students receive an excellent learning experience these include: curriculum design, timetabling to ensure effective and efficient use of deployment of human and physical resources, supervision and performance management of staff to improve the quality of learning and assessment, analysis of data and the active implementation of safe learner concepts. A highly positive impact upon students learning experience throughout the students' learner journey is a critical aspect of this role.

For further details and an application pack please contact 0207 501 6450 or email info@micomputsolutions.co.uk. Closing date: Monday 9th December 2013.

CVs will not be accepted.



GRIMSBY INSTITUTE GROUP

PROGRAMME LEADER 0.75

Engineering & Motor Vehicle - Ref: G623

Part time – approximately 27.75 hours per week
Salary: £24,000 to £33,000 per annum (+ Market weighting)

We are looking to add to our team in the Motor Vehicle section of the school. This post requires the teaching and assessment of Mechanical Motor Vehicle studies from entry level to level 3.

The post requires applicants to have relevant and recent mechanical motor vehicle experience either as a practitioner or from teaching and assessing in a college or training establishment.

The post requires the application of knowledge of industry standard practice and the ability to integrate them into teaching, learning and assessment.

The post will be ideal for candidates who can demonstrate good organisational skills, can build relationships and trust and be customer orientated.

Closing date: 12th December 2013

Download an application form at:
www.latestvacancies.com/grimsby



Join our Business Development Team

OCN North East Region provides a quality assurance and accreditation service which enables recognised centres to reward individual achievements and provide access to further learning, employment or personal growth.

As an Access Validating Agency, licensed by QAA, we accredit the Access to HE Diploma and also provide qualifications and services on behalf of NOCN; a leading credit-based Awarding Organisation regulated by the Regulatory Authorities in England, Wales and Northern Ireland. A not-for-profit charitable company we invest our resources into continuously developing our products and services.

We are currently looking to recruit to two fixed-term posts to join our Business Development Team from early 2014.

Business Development Manager

circa £34,710 (2 years – Full-time)

As Business Development Manager you will review our current offer and develop ideas to create new business opportunities across the UK. Creative and innovative, and with a proven track record in business development and marketing, you will ensure our products and services continue to meet customer needs and agreed quality standards, as well as developing new leads and markets.

Development Manager (Scotland)

circa £28,624 (pro rata) (1 year – .5)

As Development Manager for Scotland you will provide a proactive and high level of customer service to our Scottish centres ensuring that products and services meet their current and future needs. With a sound knowledge of the Scottish education system and excellent communication skills you will promote our organisation to a variety of stakeholders enabling managed growth of our services across Scotland.

Secondment opportunities will be considered.

Further information about these posts, including job descriptions, person specification and application form, are available on our website www.ocnner.org.uk or by contacting Bridget Randall on 0191 518 6550 bridget.randall@ocnner.org.uk

The closing date for applications is noon on Thursday 5th December 2013.
Interviews for shortlisted applicants will be held on Wednesday 18th December 2013.



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BIRMINGHAM BRISTOL LONDON NORTH EAST SHEFFIELD WARRINGTON

FE Week Sudoku challenge

		2			5		8	
		5	7			1		
1			6					7
				8		6		2
2		6		9		7		1
3		7		6				
8					9			6
		4			6	9		
	1		4			5		

Difficulty:
EASY

How to play: Fill in all
blank squares making
sure that each row,
column and 3 by 3 box
contains the numbers
1 to 9

Solutions: Next week

9								7
	8	2				1	4	
		4	2		8	9		
		3		2		6		
	6							3
		8		1		7		
		6	7		5	8		
	7	9				3	6	
2								9

Difficulty:
MEDIUM

Last Week's solutions

2	1	5	6	7	9	4	8	3
6	3	9	4	8	1	5	2	7
8	7	4	3	5	2	1	9	6
3	2	7	1	6	5	9	4	8
1	4	6	8	9	7	2	3	5
9	5	8	2	4	3	7	6	1
7	6	1	9	2	8	3	5	4
5	8	2	7	3	4	6	1	9
4	9	3	5	1	6	8	7	2

Difficulty:
EASY

5	8	3	2	7	9	4	6	1
4	2	1	5	8	6	3	7	9
6	7	9	4	1	3	8	5	2
8	3	6	9	4	2	5	1	7
1	4	5	6	3	7	2	9	8
7	9	2	1	5	8	6	3	4
3	6	7	8	9	4	1	2	5
9	5	4	3	2	1	7	8	6
2	1	8	7	6	5	9	4	3

Difficulty:
MEDIUM

FE Week mini-mascot

Follow the adventures of *FE Week's*
biggest and smallest fan!



"Mostly this week I've been counting my cars"

You can also follow our *FE Week* mini-mascot
on Twitter **@daniellinford**